

JOB DESCRIPTION

Job Details:	
Job Title:	Senior Physiotherapist
Grade:	Band 6
Department:	Therapies
Directorate:	Patient and Family Services Directorate
Reporting to:	Clinical Lead – DPS and Therapies
Responsible for:	Junior staff, students on placement, volunteer
Location	Dorothy House Hospice Care (DHHC), Winsley and other Community locations

Job Summary / Main Purpose:
<ul style="list-style-type: none"> • To hold a caseload of patients and families with significant/complex physical, social, practical and emotional needs. • To provide professional leadership and line management to the junior staff in line with DHHC's organisational strategy. • To work with the Clinical Lead - Therapies to ensure that Physiotherapy is integrated into all the multi-disciplinary teams

Principle Duties and Responsibilities
<p>Direct casework</p> <ul style="list-style-type: none"> • To be an integrated member of the multidisciplinary team providing practical and emotional support to patients, their families and carers, and supporting colleagues involved in the care. • To work closely with the other members of the Therapy teams to manage referrals into the team and any waiting lists • To provide advice to patients, families and colleagues in relation to risk management, the Mental Capacity Act and Safeguarding. • To provide an assessment of patients, families and carers, formulating care plans and liaising with primary, secondary, statutory and voluntary agencies as needed. • To work closely with the Clinical Lead - Therapies to ensure that patients and families receive a 'joined up' service which meets their needs • To supervise and review volunteers if required; to offer support, ensure best practice and their ongoing professional development. • To use or be prepared to take part in extended scope courses to provide non pharmacological support to patients e.g. Acupuncture

Managerial

- To develop and participate in revision of policies, procedures, protocols, care pathway and documentation
- To line manage allocated junior staff, volunteers, assistant roles
- To mentor and supervise pre and post registration students
- To plan, develop and evaluate allocated staff practice through Personal Development Reviews and objective setting.
- To contribute to funding proposals and income generating opportunities.
- To adhere to DHHC's management and HR policies and procedures.
- To work with the Clinical Lead – Therapies to highlight opportunities and areas of development for the Physiotherapy Service.
- To make most effective use of clinical time, operating a clinic schedule whenever appropriate
- To participate (and lead where appropriate) in auditing and evaluating the Physiotherapy Service
- To attend meetings as appropriate in relation to Physiotherapy and Day Services
- To have an awareness of budget management and work within contract requirements and the budget for the service.
- To listen and respond to any concerns and/or complaints from patients, families or professionals, informing the management of the service, or in their absence the Assistant Director of Patient and Family Services, and record the concerns, follow-up and outcome in line with the Complaints Procedure.

Educational

- To keep up to date with the current research and practice in Physiotherapy and identified extended scope activities with specific application to palliative and end of life care
- To participate in clinical supervision, reflective practice and coaching if required
- To participate in the Education programme for Dorothy House
- To teach self-care techniques and Physiotherapy Intervention's to patients, their carers and colleagues
- To participate in group facilitation/teaching

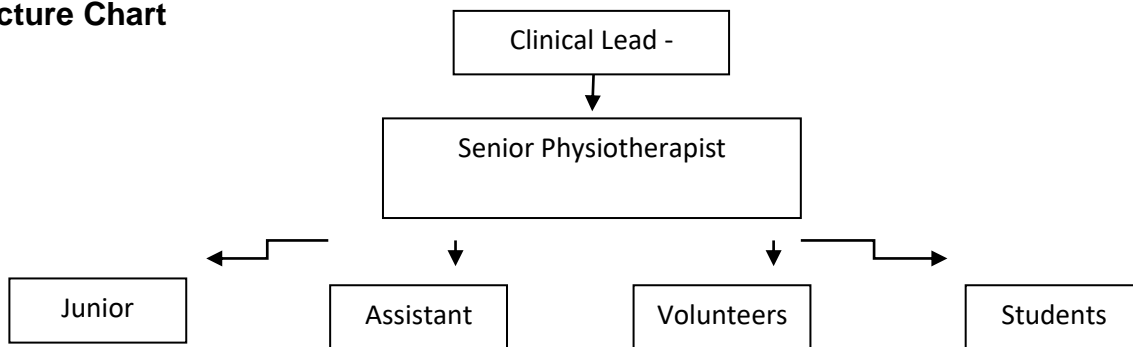
Professional

- To utilise the database systems, keep professional and confidential notes as appropriate, and record all contacts regularly.
- To contribute to the keeping of appropriate statistics for audit purposes and for the evaluation of the Physiotherapy service.
- To adhere to the Code of Practice and values of Physiotherapy as specified by the Health and Care Professionals Council
- To maintain links with the Association of Chartered Physiotherapists and other specialist interest groups to ensure best practice and to keep up to date with national and local legislation and policy developments.
- To identify own development needs and initiate a plan to meet these with the Clinical Lead for Therapies.
- To engage in receiving regular Group Clinical Supervision (attendance at least 8

supervision sessions per year).

- To participate in performance development review and coaching where identified as beneficial to the individual
- To comply with mandatory training requirements and contribute to the provision of sound information and training across the Organisation.

Structure Chart



Contacts

- Patients and families
- Volunteers
- All members of the Hospice Multi-disciplinary Team
- All health and social care colleagues
- Other hospices, befriending services and specialist palliative care teams

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients' homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Values

Dorothy House require all staff to demonstrate, understanding and apply our workplace values. These are embedded in all roles and that applicants must evidence their values as part of the application process

- Caring
- Dignity and respect
- Learning and reflection
- Commitment to quality care and support

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification –

Criteria	Essential	Desirable
<ul style="list-style-type: none"> • Qualification as a Registered Chartered Physiotherapist and a minimum of 2 years post-qualifying experience 	✓	



<ul style="list-style-type: none">Evidence of Continued Professional Development	✓	
<ul style="list-style-type: none">Demonstrate extended scope practice or have a willingness to take part in post graduate training e.g. acupuncture	✓	
<ul style="list-style-type: none">Able to show empathy and present a calm, courteous and compassionate manner	✓	
<ul style="list-style-type: none">Can demonstrate knowledge an understanding of Palliative Care.	✓	
<ul style="list-style-type: none">Experience in assessing complex physical conditions	✓	
<ul style="list-style-type: none">To demonstrate ability to use own initiative and manage one's own time and caseload	✓	
<ul style="list-style-type: none">To have experience of working in the community		✓
<ul style="list-style-type: none">Knowledge and experience following safeguarding procedures	✓	
<ul style="list-style-type: none">To have experience of supervising and mentoring junior staff and students		✓
<ul style="list-style-type: none">Experience of providing education and training		✓
<ul style="list-style-type: none">Experience of working with volunteers		✓
<ul style="list-style-type: none">Can demonstrate experience engaging with MDT and/or external organisations.	✓	
<ul style="list-style-type: none">Ability to record and document practice clearly and concisely.	✓	